



Civilian Workforce Management

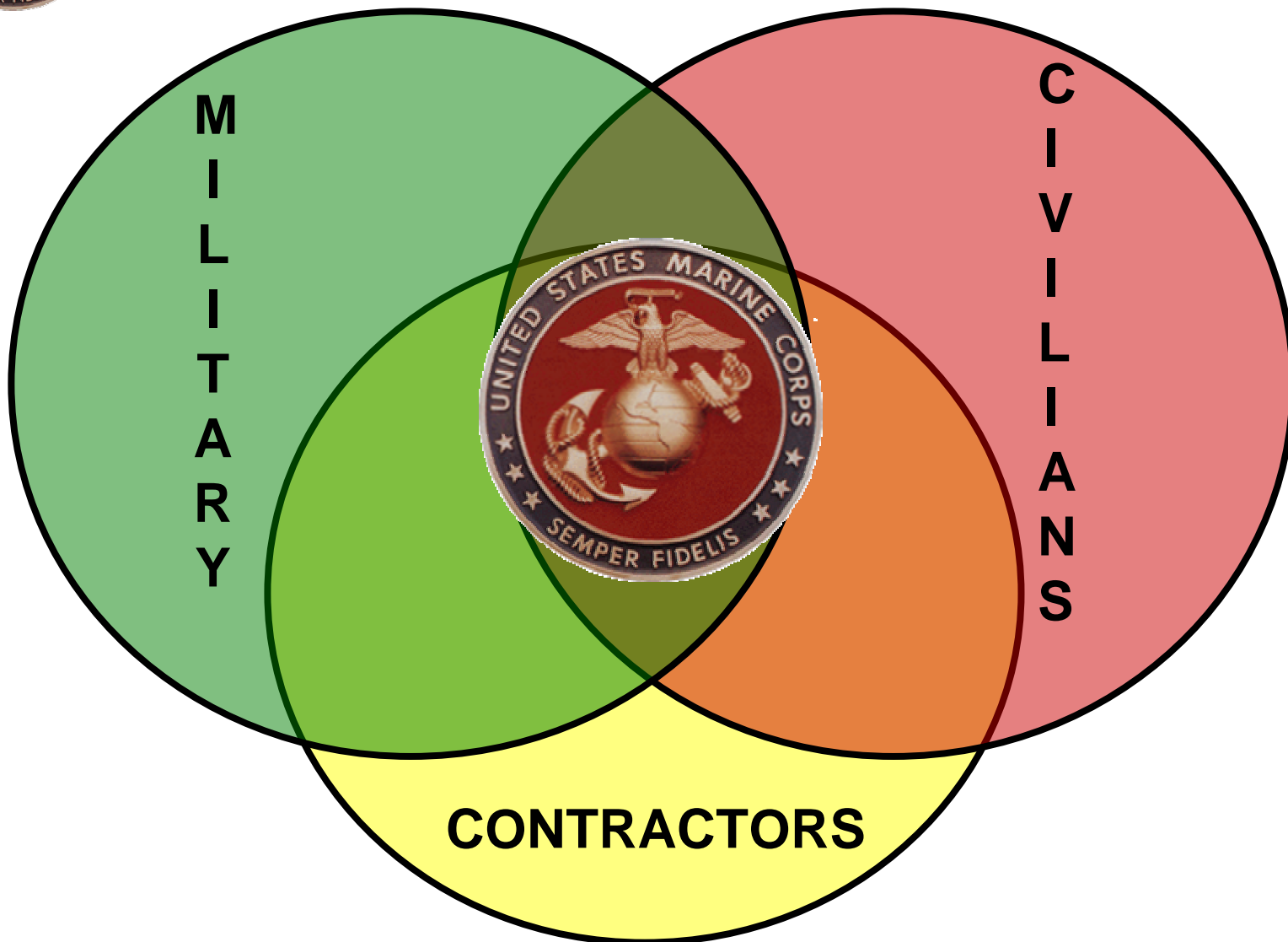
Tony Torres-Ramos

Civilian Workforce Management
Branch (MPC)
Manpower and Reserve Affairs
US Marine Corps



“Total Force”

Civilian Workforce Management





Leadership Commitment

Civilian Workforce Management

Our vision is to make the Marine Corps the employer of choice for a select group of civilians imbued with the Marine Corps values of honor, courage, and commitment. Through implementation of the Civilian Workforce Campaign Plan, we will not only define what the Marine Corps will offer its Civilian Marines, but what the Corps expects from them.



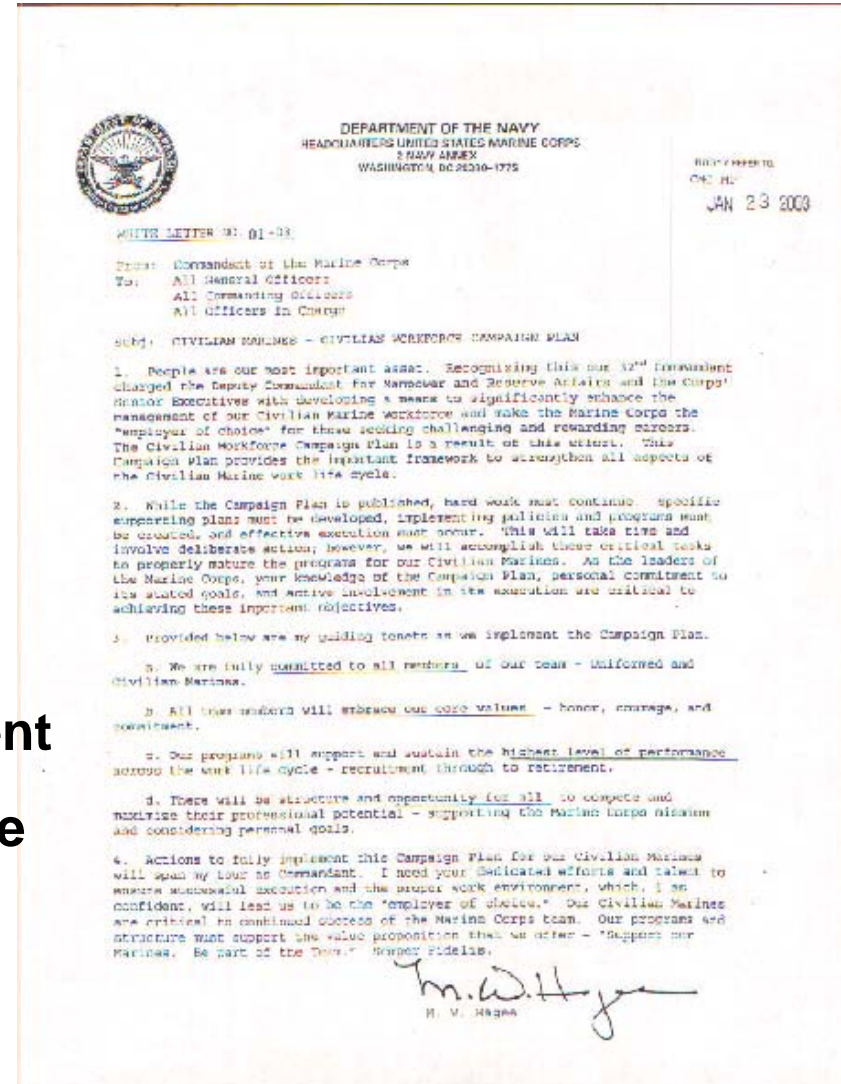
***Gen M. W. Hagee, February 10, 2004
Senate Armed Service Committee***



CMC White Letter, Jan 27, 2003

Civilian Workforce Management

- White Letter No. **01-03**
Subject: Civilian Marines –
Civilian Workforce Campaign Plan
- Guiding Tenets:
 - Committed to all members –
Uniformed and Civilian
 - All will embrace our core values –
honor, courage, and commitment
 - Programs will support / sustain the
highest level of performance
 - There will be opportunity for all





Topics

Civilian Workforce Management

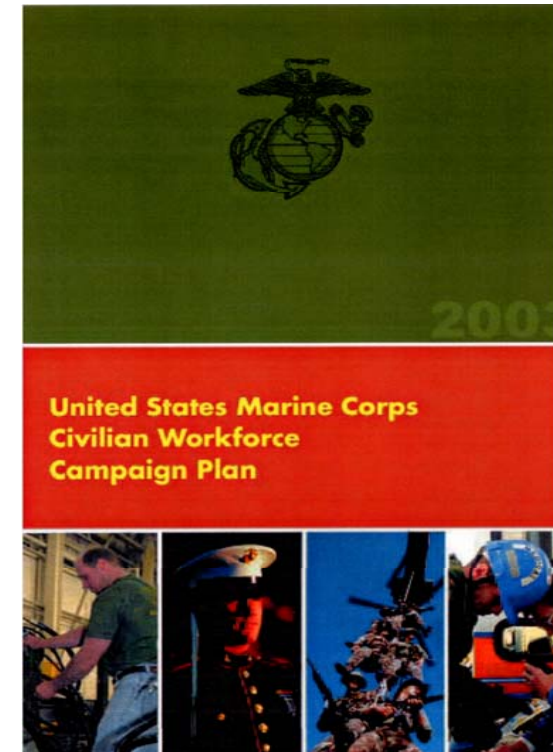
- Civilian Workforce Campaign Plan
- Goals For Workforce Development
- Accomplishments and Current Initiatives
- COI Contacts and Structure
- Leadership Development Program
- Leadership Training
- Roles and Responsibilities of COIs & M&RA
- Civilian Workforce Development Application (CWDA)
 - Where We Were
 - Where We Are Now
 - Where We Are Going
- Civilian Leadership Development Application
- NSPS



Civilian Workforce Campaign Plan

Civilian Workforce Management

- Enhanced management of Civilian Marine workforce
 - ✓ Marine Corps = “Employer of Choice.”
- Campaign Plan
 - ✓ Acculturate and imbue **Marine Corps values**
 - ✓ Nurture, build, and **grow** Civilian Marines
 - ✓ Provide **flexible** career opportunities
 - ✓ **Create leaders** at all levels
- Civilian Marines - Phases
 - ✓ Recruit
 - ✓ Acculturate
 - ✓ Retain / Refresh
 - ✓ Separate / Celebrate



“Support our Marines. Be part of the Team.”



Goals for Workforce Development

Civilian Workforce Management

- Establish the Marine Corps as the employer of choice
- Provide skilled workforce for the future
- Provide Civilian Marines with a career path
- Provide opportunities for training, leadership development, rotational assignments, and mentoring from senior leaders





CWCP Accomplishments and Current Initiatives

Civilian Workforce Management

Accomplishments

- Established 21 Communities of Interest
- Endorsed by White Letter 01-03
- Civilian Marine Lapel Pin
- Civilian Marine Website
- Civilian Marine Quarterly Newsletter
- Mentoring Handbook
- CLD Assessment On-Line
- Civilian Workforce Development Application

Current Initiatives

- Marine Corps Mentoring Program-*A tool that will provide training across the Marine Corps. This will increase the number of trained mentors throughout the Marine Corps enhancing our ability to develop a civilian workforce capable of facing the challenges of the future.*
- Marine Corps Acculturation Program-*Provide our Civilian Marines an opportunity to learn about the Marine Corps, its culture, and its history.*
- CWD Application Enhancements
- CCLD Publication
- Marine Corps New Employee Orientation program (NSPS Impact)
- Marine Corps Supervisor Training Course and HR Manual (NSPS Impact)



COI Contacts

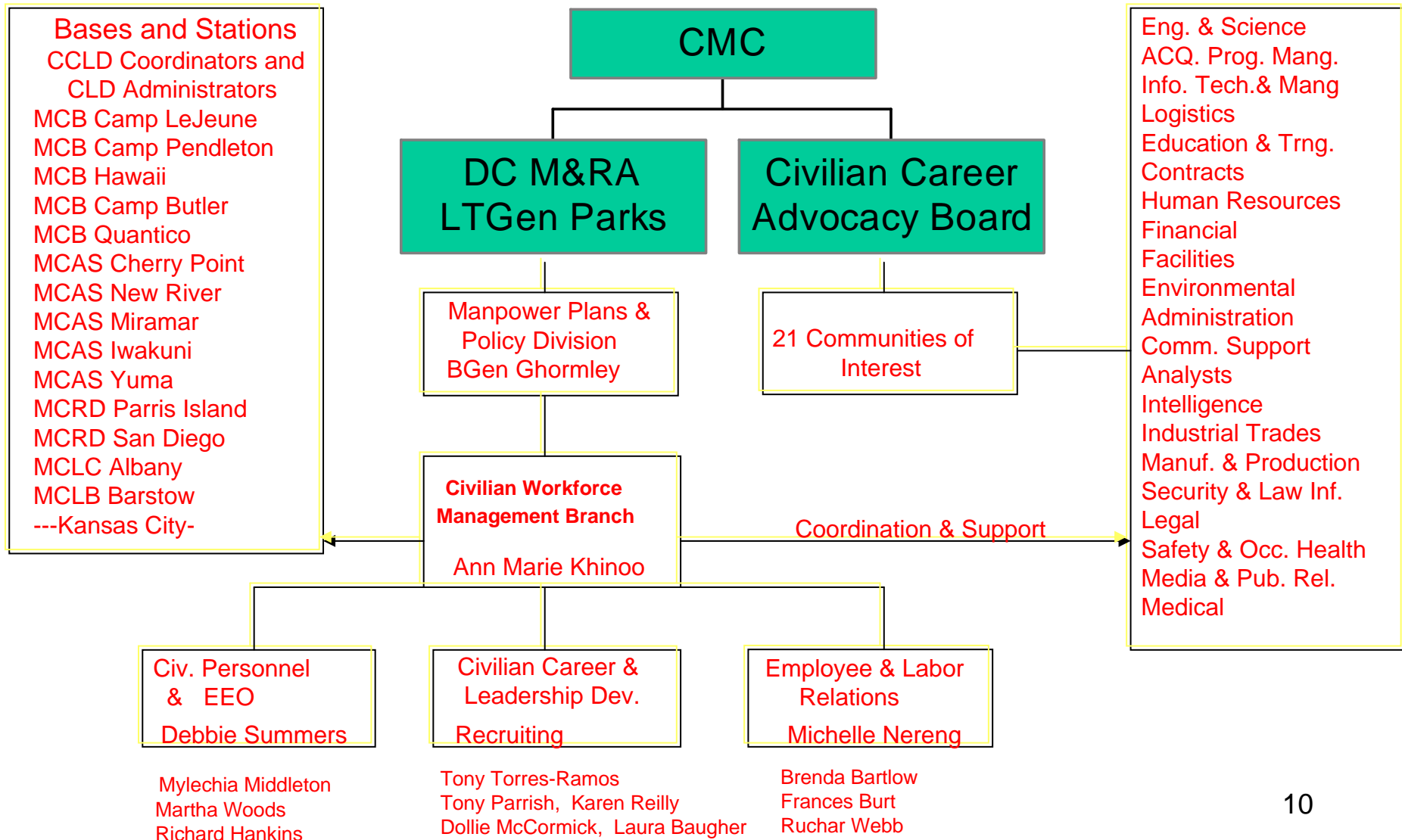
Civilian Workforce Management

<i>Community of Interest</i>	<i>COI Leader</i>	<i>COI Manager</i>	<i>MPC POC</i>
1. Engineering & Science	Barry Dillon	Robert Hobart	Karen Reilly
2. Acquisition Program Mgmt	Barry Dillon	Richard Bates	Karen Reilly
3. IT Management	Debra Filippi	Harry McDavid	Tony Torres-Ramos
4. Logistics	Carla Liberatore	Susan Kinney	Anthony Parrish
5. Education & Training	Dr. Michael Bailey	Vacant	Dollie McCormick
6. Contracts	Shay Assad	Ellen Simonoff	Anthony Parrish
7. Human Resources	Michael Rhodes	Ann Marie Khinoo	Dollie McCormick
8. Financial	Charles Cook	Renae K. Pribyl	Karen Reilly
9. Legal	Peter Murphy	Bryan Wood	Anthony Parrish
10. Facilities	Paul Hubbel	Steve Vines	Anthony Parrish
11. Environmental	Paul Hubbel	Craig Sakai	Anthony Parrish
12. Administration	Al Washington	William Catsonis/Bill Whaley	Dollie McCormick
13. Community Support	Michael Downs	Dr. Janet Jaeger/Maureen Jillisky	Dollie McCormick
14. Analysts	Joseph Masciarelli	Vacant	Karen Reilly
15. Intelligence	Karin Dolan	Kelly Nash	Karen Reilly
16. Industrial Trades	Robert Trammell	Debra Hawkins	Tony Torres-Ramos
17. Manufacturing & Production	Robert Trammell	Debra Hawkins	Tony Torres-Ramos
18. Medical	Navy	Navy	Dollie McCormick
19. Security & Law Enforcement	Raymond Geoffroy	Randy Smith	Tony Torres-Ramos
20. Media & Public Relations	Al Washington	William Catsonis/Bill Whaley	Dollie McCormick
21. Safety & Occupational Health	Donald Weightman	Danny Tolentino	Tony Torres-Ramos



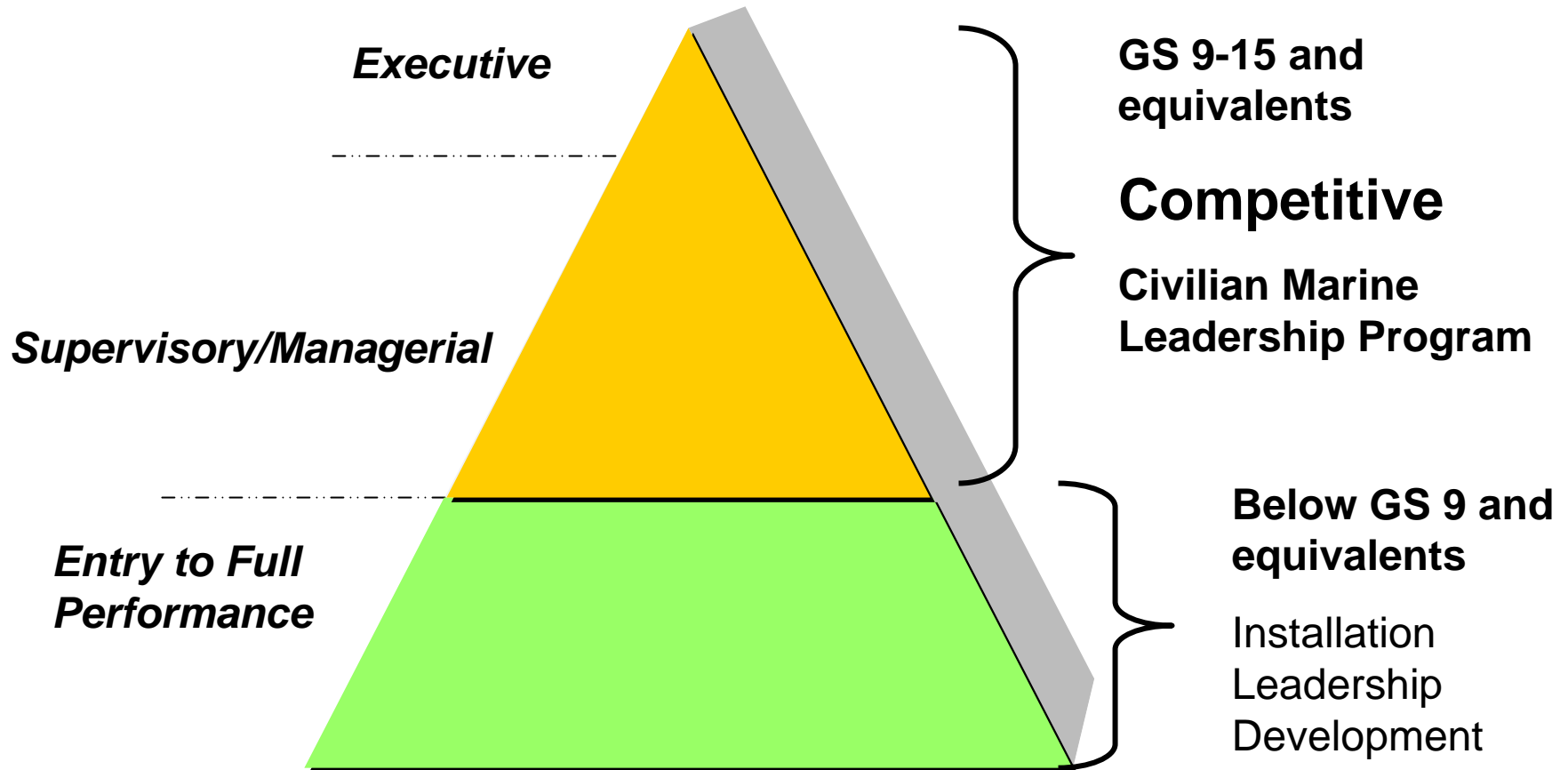
Structure for Implementing the CWCP

Civilian Workforce Management





Leadership Development Program





Civilian Marine Leadership Training

<i>Program</i>	<i>Grades</i>	<i># Applicants</i>	<i># Selected</i>
USDA New Leader	GS 7-11	70	20
USDA Exec LDP	GS 11-13	21	7
DoD Exec LDP	GS 12-13	12`	2
LEGIS Fellows	GS 13-15	3	3
USDA Exec Potential	GS 13-15	3	3
DLAMP	GS 13-15	3	3
MIT Seminar XXI (DC Metro only)	GS 14-15	4	4
Federal Executive Institute	GS 15	13	8



Roles and Responsibilities of COIs & M&RA

Civilian Workforce Management

Communities of Interest

- Vision & COI Plans
- Guidance
- Career Paths
- Best Practices
- Communication
- Competency Development
- Demographics & “Health”
- Workforce Management
- Career Development Program
- Mentoring Civilian Marines

Manpower and Reserve Affairs

- Human Capital Management
- Build COI Competency Framework
- Develop Policies
- Maintain Civilian Marine Website & IT Databases/Applications
- Provide Support to CCAB
- Provide Assistance to COIs
- Communication to Commands
- Leadership Development Programs
- Workforce Analysis

“ Support Our Marines. Be Part of the Team.”



Civilian Workforce Development Application (CWDA)



The Civilian Workforce Development Application (CWDA) will assist Civilian Marines with professional development by providing access/visibility to career paths, training and development opportunities, information about skills, knowledge, and experience needed for career growth and mission requirements.



Civilian Workforce Development Application

- COI Project
- Web Site Development
- Competency Management Model
- Civilian Workforce Development Application Pilot



Civilian Workforce Development Information Management Application, CWDIMA (CWDA-1)

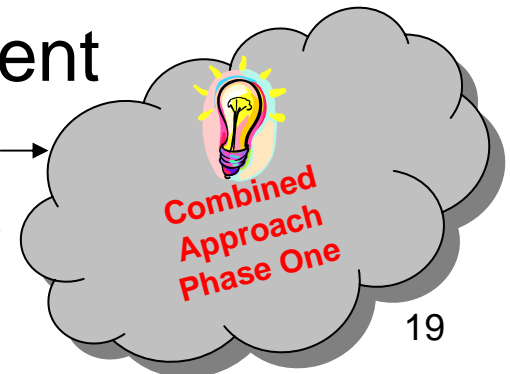
- **Developed by Contractor**
- **Two COI's**
 - **Contracts**
 - **ITM**
- **Developed at Oracle**
- **Migrated to M&RA**
 - **Development Server**
- **Conducted Internal Review 16 July**
- **Conducted Pilot 22 July**
- **Migration of All 21 COI data into Database**
- **Contract expired 31 July**
- **Next Steps**



- Program Management Transferred to MarCorSysCom on October 1st
- Revisit/Clarification of Requirements
- Contract Awarded April 2004
- Requirements Review with Contractor
Lessons Learned From Systems Available for Possible Use With CWDA
 - OTA
 - CLDA
 - WASS/CIVFORS
 - KRC



- Contract Vehicle
 - GSA Schedule
 - Development to start in May
- Leverage
 - Oracle Enterprise Contract
 - Lessons Learned
 - Oracle Database
 - HR and SSHR “out of box”
- Phases for Production Environment
 - HR – Generic Reports for all Users →
 - SSHR – User Roles/Profiles →
 - Learning Management Capability





Functionality

- **Civilian Marine**
 - View Competencies
 - View Competency Definitions
 - Create Functional Competency/Proficiency Assessment
 - Compare Proficiencies against Template
 - View Professional Development Attributes
 - Record Professional Development Attributes
 - View positions by Series/Location
- **COI Leader/Manager**
 - View Occupational Series in your COI
 - View Competencies for Occ Series in your COI
 - View Professional Development Attributes for your COI
 - View Positions in your COI
 - By Series
 - By Grade Level
 - By Activity Name
 - Reports
 - Analytical Outputs



Access Will Be Through USMC Official Website

Civilian Workforce Management

Civilian Marines - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address C:\Documents and Settings\kuchulav\Desktop\Civilian Marines.htm

Marines
The Few. The Proud.

Civilian Marines
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Thursday, February 19th, 2004

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Recruiting > HQMC > Units > Career > Marine Online > News > Family > Publications > Locator > Links >

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Manpower & Reserve Affairs	Civilian Marines	Civilian Marine News	Quick Links
Reserve Affairs (RA) Manpower Management (MM) Manpower Plans & Policy (MP) MR Division Manpower Information (MI) Financial Management (MB)	<p>To attain the highest level of performance, the Marine Corps depends on three enablers: people, processes, and technology. The most important of these is people, because our people define our capacity to perform as a fighting force. The Marine Corps employs a diverse and dedicated civilian workforce comprised of individuals with a broad degree of technical, business, and program management skills.</p> <p>Events</p> <p>Civilian Workforce Campaign Plan and CMC White Letter</p> <p>The 33rd CMC's first White Letter addresses the Civilian Workforce Campaign Plan and his expectations. The plan provides the important framework to strengthen all aspects of the Civilian Marine work life cycle. The following are the Commandant's guiding tenets:</p> <ul style="list-style-type: none">• We are fully committed to all members of our team – Uniformed and Civilian Marines.• All team members will embrace our core values – honor, courage, and commitment.• Our programs will support and sustain the highest level of performance across the work life cycle – recruitment through to retirement.• There will be structure and opportunity for all to compete and maximize their professional potential – supporting the Marine Corps mission and	<p>Heading balls 'is risk to health'</p> <p>Poor Growth in Womb May Delay Maturation</p> <p>Indonesia's Dengue Fever Death Toll Rises to 175</p> <p>Flu Vaccine Change Set for Next Year</p> <p>Thailand Studies Bird Flu Deaths in Cows</p> <p>More...</p>	<p>Marines.com</p> <p>Job Search</p> <p>USMC</p> <p>Marines 101</p>

Official Website for the United States Marine Corps - Microsoft Internet

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Address http://www.usmc.mil/

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[ALMARS](#)
[ALHAYS](#)
[NEW Marine Barracks Washington](#)
[Community](#)
[History and Museums](#)
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[Marine Corps University](#)
[NEW Marinell](#)
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[Marine Band Ceremonial CD](#)
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[Freedom Of Information Act](#)

Top Stories

MARCEIT Dilibouti Commander honored
Cpl. Matthew J. Apprendi
Combined Joint Task Force - Horn of Africa
Marine Col. Mario LaPaix, commanding officer of Command Logistics Element, Marine Central Command, a force comprising of reserves from throughout the U.S., was honored by Dilibouti's National Police Force during a ceremony Wednesday morning at the pol ...
[Full Story ...](#) (Submitted on: 07/11/2003)

MCLB corpsmen return from Iraq
Cpl. Joshua Barhardt
MCLB Barstow
Eleven corpsmen from MCLB Barstow were deployed in support of Operation Iraqi Freedom.

Announcements

Identity Theft
Do Not Call List

War Information

Return & Reunion Information

Family Referral Hotlines
Press release USQ
support care packages
DefendAmerica.mil
Support Our Troops

New Video
For Country
HIGH RES LO RES
VMV VMV
MOV MOV
ASF ASF



Thursday, February 19th, 2004

M&RA Public >> **Civilian Marines** >> Working as a Civilian

for Recruiting > HQMC > Units > Career > Marine Online > News > Family > Publications > Locator > Links >

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- Reserve Affairs (RA) >
- Manpower Management (MM) >
- Manpower Plans & Policy (MP) >
- MR Division >
- Manpower Information (MI) >
- Financial Management (MB) >

Civilian Marines

- Working for USMC >
- Career Communities >
- Job Opportunities >
- Leadership Development >
- Training Resources >
- About CWM >

Working as a Civilian for USMC

The United States Marine Corps has a civilian workforce totaling some 25,000 employees. Some of our jobs are unique, but the majority of our positions are similar to those in other larger organizations. Our work environment, however, is unique. As a Civilian Marine, you work side by side with the very best. As you move up in your career, you can expect to be entrusted with unparalleled responsibility, including the opportunity to supervise uniformed personnel. Our goal is to be the employer of choice for civilians seeking challenging and rewarding careers.

Civilian Workforce Core Values

Our Core Values form the bedrock of the character of both our uniformed and Civilian Marines. They give us strength and regulate our behavior; they bond the Marine Corps into a Total Force that can meet any challenge.

Honor. Honor guides our uniformed and Civilian Marines to exemplify the ultimate in ethical and moral behavior; to never lie cheat or steal; to abide by an uncompromising code of integrity; respect human dignity; and respect others. The quality of maturity, dedication, trust and dependability commit uniformed and Civilian Marines to act responsibly; to be accountable for their actions; to fulfill their obligations; and to hold others accountable for their actions.

Courage. Courage is the mental, moral and physical strength ingrained in uniformed and Civilian Marines. It carries our uniformed Marines through the challenges of combat and

Our People

To attain the highest level of performance, the Marine Corps depends on three enablers: people, processes, and technology. The most important of these is people, because our people define our capacity to perform as a fighting force. The Marine Corps employs a diverse and dedicated civilian workforce comprised of individuals with a broad degree of technical, business, and program management skills.



The Marine Corps needs workers with increased technological skills, improved service orientation, the ability to adapt to change and the capacity to do a broad range of things. We strive to infuse our organization with new and creative ideas and develop the skilled civilian workers, managers, and leaders we will need to meet future mission requirements. To meet

Quick Links



Inside look at functional capabilities

Civilian Workforce Management

View Occupational Series in a Community of Interest

Community of Interest Occupational Series Query

Select your Community of Interest

Community of Interest

Community of Interest Occupational Series Report

Occupational Group	GS-1100	Occupational Series Name	Contracting Series
Occupational Series	1102	Skill Level 1	Level Desc Entry Level

Occupational Description

This series includes positions that manage, supervise, perform, or develop policies and procedures for professional work involving the procurement of supplies, services, construction, or research and development using formal advertising or negotiation procedures; the evaluation of contract price proposals; and the administration or termination and close out of contracts. The work requires knowledge of the legislation, regulations, and methods used in contracting; and knowledge of business and industry practices, sources of supply, cost factor, and requirements characteristics.

There are four levels for this occupation series. 1102.1 is at Level 1. Level 1 is the entry level.



Inside look at functional capabilities

Civilian Workforce Management

View Your Occupational Series Competency Report

Submit Query Reset

Occupational Series Competency Query

Community of Interest

Occupational Group

Occupational Series

Skill Level

Occupational Series Competency Report

Occupational Series 1102 **Skill Level** 1

<i>Job Role.Competency</i>	<i>Proficiency Level</i>
Contingency Contracting.Int'l Political/Business Marketplace	2
Contingency Contracting.Multi-Service Actions	2
Contracting.A-76 Policies/Processes	1
Contracting.ABC/ABM	1

Proficiency Level definitions:

0)Non Applicable / No Knowledge Necessary 3)Able To Apply Autonomously
1)Conceptual Knowledge Only / No Experience 4)Able To Help Other(s) Apply / Possibly An Expert
2)Able To Apply With Help



Inside look at functional capabilities

Civilian Workforce Management

Competency Definitions Report

Submit Query Reset

Occupational Series Competency
Definition Query

Community of Interest

Occupational Group

Occupational Series

Competency Type

Occupational Series Competency Definitions Report

Occupational Series 1102 **Skill Level** 1

<i>Job Role/Competency</i>	<i>Definition</i>
Contingency Contracting.Int'l Political/Business Marketplace	Negotiate in the international political and business practice environments.
Contingency Contracting.Multi-Service Actions	Identify, select, and follow relevant procurement rules of multi-service participants.



Inside look at functional capabilities

Civilian Workforce Management

Occupational Series Professional Development Requirement

Submit Query Reset

Occupational Series Professional Development Requirements Query

Community of Interest ITM

Occupational Group GS-2200

Occupational Series 2210

Skill Level 1

Occupational Series Professional Development Requirements Report

Occupational Series	1102	Skill Level	1	Grade Level Range	GS 7-9, NH-2
Academic Credential Requirement	Baccalaureate Degree				
Desired Academic Coursework	N/A				
SYSCOM Certification	D				
DAWIA Certification Requirement	DAWIA Level 1				
Education Training Requirement 1	CON 101, CON 104				



Inside look at functional capabilities

Civilian Workforce Management

Occupational Series Location and Grade Level Range Report (Positions Available Within Your Series)

Submit Query Reset

Occupational Series Location & Grade Level Range Query

Community of Interest

Occupational Group

Occupational Series

Skill Level

Sort By

Occupational Series Report by Grade						
Occupational Series	Skill Level	Number of Employees	Grade	Activity Name	Duty Station	Geographic Location
1102	1	19	-	MCB Camp Butler	N/A	Okinawa, JP
1102	1	1	ES-00	Headquarters United States Marine Corps	Navy Annex	Washington, DC
1102	1	1	GS-05	MCLB Barstow	N/A	Barstow, CA
1102	1	1	GS-05	MCB Camp Lejeune	N/A	Jacksonville, NC
1102	1	1	GS-05	MCB Camp Butler	N/A	Okinawa, JP
1102	1	1	GS-05	Marine Corps Air Ground Combat Center	MCB Twentynine Palms	Twentynine Palms, CA
		24	Total number of Positions			

Occupational Series Report by Activity Name						
Occupational Series	Skill Level	Number of Employees	Grade	Activity Name	Duty Station	Geographic Location
1102	1	1	ES-00	Headquarters United States Marine Corps	Navy Annex	Washington, DC
1102	1	19	-	MCB Camp Butler	N/A	Okinawa, JP
1102	1	1	GS-05	MCB Camp Butler	N/A	Okinawa, JP
1102	1	1	GS-05	MCB Camp Lejeune	N/A	Jacksonville, NC
1102	1	1	GS-05	MCLB Barstow	N/A	Barstow, CA
1102	1	1	GS-05	Marine Corps Air Ground Combat Center	MCB Twentynine Palms	Twentynine Palms, CA
		24	Total number of Positions			

Occupational Series Report by Occ. Series						
Occupational Series	Skill Level	Number of Employees	Grade	Activity Name	Duty Station	Geographic Location
1102	1	19	-	MCB Camp Butler	N/A	Okinawa, JP
1102	1	1	ES-00	Headquarters United States Marine Corps	Navy Annex	Washington, DC
1102	1	1	GS-05	MCLB Barstow	N/A	Barstow, CA
1102	1	1	GS-05	MCB Camp Lejeune	N/A	Jacksonville, NC
1102	1	1	GS-05	MCB Camp Butler	N/A	Okinawa, JP
1102	1	1	GS-05	Marine Corps Air Ground Combat Center	MCB Twentynine Palms	Twentynine Palms, CA
		24	Total number of Positions			



Inside look at functional capabilities

Civilian Workforce Management

Occupational Competency Self-Assessment

ORACLE Applications

User Name

Password

Connect

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CWDIMA
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CWDIMA Employee Self-Service


- [My Competency Profile](#)
- [Professional Development Requirements](#)
- [Professional Notes](#)
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Inside look at functional capabilities

Civilian Workforce Management

My Competency Profile

**CWDIMA**
Civilian Workforce Development Information Management Application

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Selected Employee **ALLEN, CONNIE J (2210)** Employee Number **15**
Organization Email Address Business Group Name **USMC_CCLD_BUSINESS_GROUP**

Competency Profile

The Competency Profile is a list of Competencies associated with the Occupational Series that you are classified as holding (e.g. GS-2210, etc.). Each Community of Interest has defined Competencies and related Proficiency Levels for each Occupational Series. You can use this screen to review the Competencies and determine, or self-assess, what Proficiency Levels you hold in each Competency. Please review the Competencies listed below and Self-Assess your Proficiency Levels in each Competency. Click the Update Proficiency Level button to update your Self-Assessment. To defer updating until later, click Save for Later. To complete the updating process, click Review & Submit to finalize your changes. Or, click Cancel to cancel this action. Click Competency Profile History to see a chronology of your Competency Profile.

Current Competencies

Previous 1-11 of 11 Next

Competency Name	Proficiency Level	Date Acquired	End Date	Correct Competency Details
GS-2200.Applications Software.Web Technology60	10	23-Jul-20030	0	0
GS-2200.Customer Support.Quality Assurance60	20	21-Jul-20030	0	0
GS-2200.Customer Support.Telecommunications60	20	21-Jul-20030	0	0
GS-2200.Data Management.Systems Integration60	20	22-Jul-20030	0	0
GS-2200.Data Management.Web Technology60	20	22-Jul-20030	0	0
GS-2200.Information Security.Technology Awareness60	20	17-Sep-20020	0	0
GS-2200.Internet.Logical Systems Design60	0	18-Sep-19830	0	0
GS-2200.Internet.Web Technology60	0	18-Sep-19830	0	0
GS-2200.Network Services.Web Technology60	0	18-Sep-19830	0	0
GS-2200.Operating Systems.Project Management60	10	22-Jul-20030	0	0
GS-2200.Policy and Planning.Capital Planning and Investment Assessment60	0	18-Sep-19830	0	0

Previous 1-11 of 11 Next

Current Session Changes

Previous Next

Competency Name	Current Proficiency Level	Proposed Proficiency Level	Date Acquired	Proposed Date Acquired	Correct Competency Details	Delete
No data exists.						

Competencies Pending Approval

Previous Next

Competency Name	Current Proficiency Level	Proposed Proficiency Level	Date Acquired	Proposed Date Acquired
No data exists.				

Update Proficiency Levels

Save For Later Cancel Competency Profile History Review & Submit


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Inside look at functional capabilities

Civilian Workforce Management

Update Proficiency Levels

**CWDIMA**
Civilian Workforce Development Information Management Application




































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Selected Employee **ALLEN, CONNIE J (2210)** Employee Number **15**
Organization Email Address Business Group Name **USMC_CCLD_BUSINESS_GROUP**

Update Proficiency Levels

On this screen you can self-assess the Proficiency Levels you have for the Competencies that were identified by a Community of Interest for your Occupational Series. This self-assessment will allow you to define your progress against the template defined by the Community of Interest your Occupational Series is aligned with. If you are making a change to the Proficiency Level, you must also enter the date you acquired that proficiency level in the ?Date Acquired? Column. The Date Acquired should be today, since you are assessing yourself today. Click on the Tip icon to check definitions. Click the Details icon to check out the details. Click Cancel to cancel this action, or click Apply to make your changes official.

⌂ Previous **Next 5** ⌂

Competency Name	Current Proficiency Level	New Proficiency Level	New Acquired Date	Details
GS-2200.Applications Software.Web Technology 	1 	<input type="text"/>  	<input type="text"/>  	
GS-2200.Customer Support.Quality Assurance 	2 	<input type="text"/>  	<input type="text"/>  	
GS-2200.Customer Support.Telecommunications 	2 	<input type="text"/>  	<input type="text"/>  	
GS-2200.Data Management.Systems Integration 	2 	<input type="text"/>  	<input type="text"/>  	
GS-2200.Data Management.Web Technology 	2 	<input type="text"/>  	<input type="text"/>  	

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[Cancel](#) [Apply](#)



Inside look at functional capabilities

Civilian Workforce Management

Occupational Series Competency Comparison Report

Submit Query

Reset

Competency Comparison Query

Enter the Employee Number you viewed
when updating your Competency Profile

Competency Comparison Report

Employee Name: BELL, JAYNE

Occupational Series	Skill Level	Job Role/Competency	Expected Level	Personal Level
1105	2	Purchasing.Acquisition Process Review	2	
1105	2	Purchasing.Acquisition Strategy Team	2	
1105	2	Purchasing.Activity-Based Costing/Management	1	

Proficiency Level definitions:

0)Non Applicable / No Knowledge Necessary 3)Able To Apply Autonomously

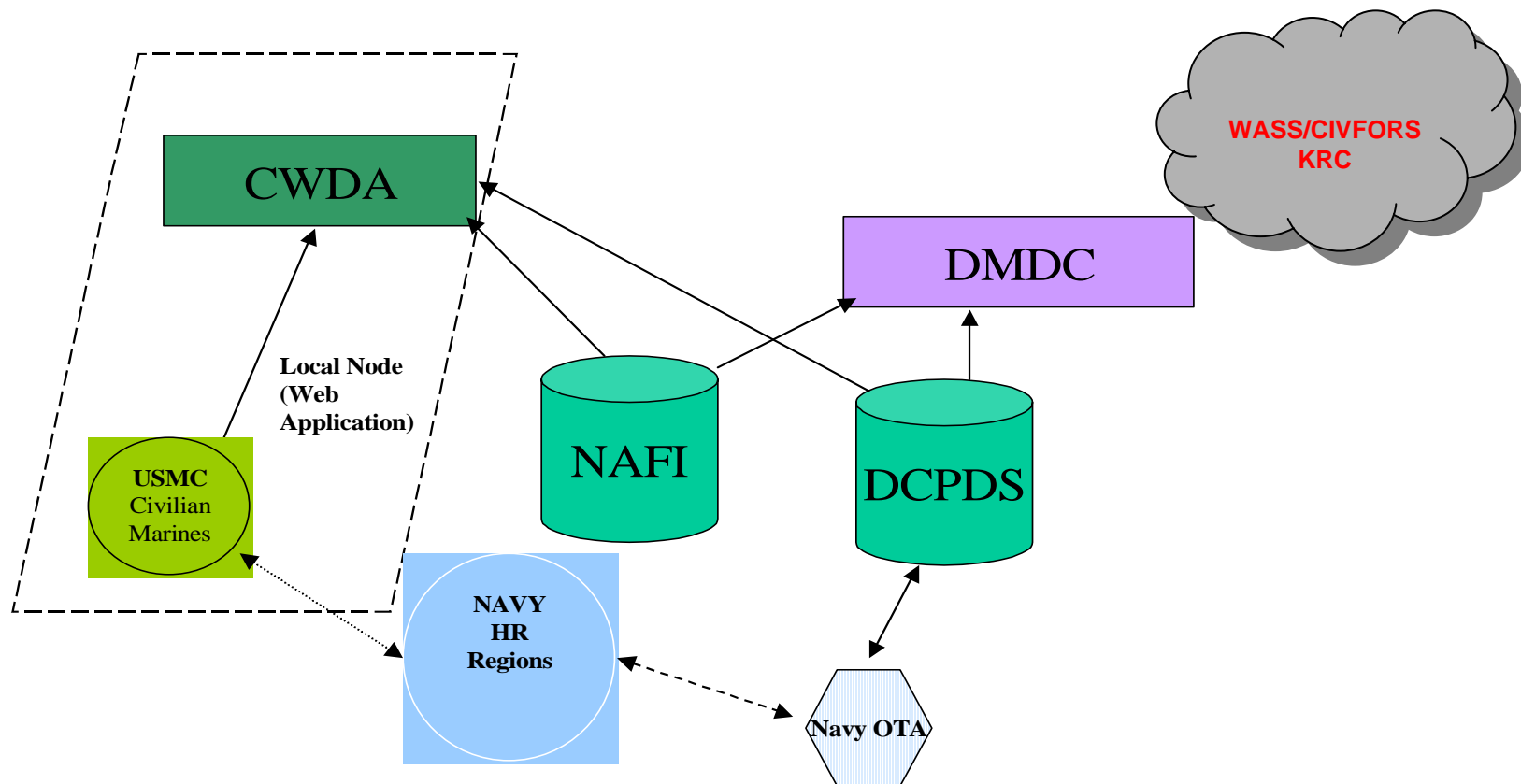
1)Conceptual Knowledge Only / No Experience 4)Able To Help Other(s) Apply / Possibly An Expert

2)Able To Apply With Help



CWDA System Components

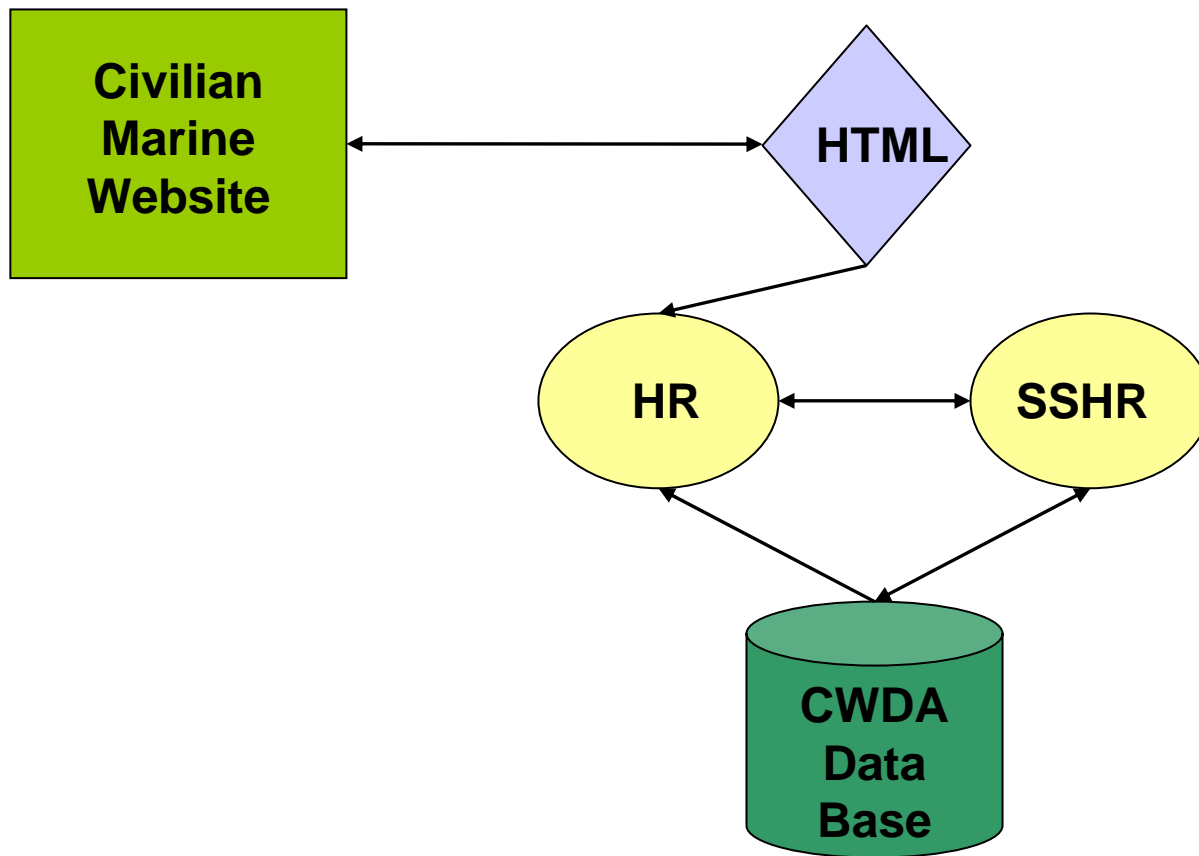
Civilian Workforce Management





Basic CWDA Architecture

Civilian Workforce Management





Civilian Leadership Development Assessment (CLDA) instrument is designed to support Department of Navy (DON) employees in the development of their leadership skills. The CLDA's 360-degree feedback design permits in a web based environment supervisors, peers, and subordinates to provide valuable input to participating individuals on their performance on tasks associated with leadership effectiveness. Participants are then able to better direct and focus their development efforts.



CLDA Pilot Overview

- Pilot period is 21 July to 24 October 2003
- Web-enabled 360 degree assessment instrument
- E-mail notifications
- Administrator tools
- Evaluator selection flexibilities
- Evaluator tracking function for participants
- Assessment report (On-line & “downloadable”)
- Four Navy Sites
- 14 Marine Corps Sites
- Sept 04 DON wide Rollout



Marine Corps Participants

- **Manpower & Reserve Affairs**
- **MCAS Beaufort**
- **MCAS Cherry Point**
- **MCAS Yuma**
- **MCAS Miramar**
- **MCAGCC 29 Palms**
- **MCLB Albany**
- **MCB Camp Lejeune**
- **MCB Camp Pendleton**
- **MCB Quantico**
- **MCB Camp Butler**
- **MCRD San Diego**
- **MCRD Parris Island**
- **9th MCD Kansas City**

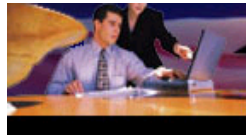


Participant's Process

- Identify/Select Evaluators
 - One Supervisor
 - 3 to 5 Peers
 - 3 to 5 Subordinates
- Complete Demographics & Job Information Section
- Complete the Skills Inventory
- Monitor Evaluations
- Individual Feedback Report
- Leadership Development Planning



CLDA Welcome Page



Civilian Leadership Development Application

[CLDA HOME](#) | [ADMIN](#) | [REPORTS](#) | [SUPPORT](#) |

Good Afternoon,
Welcome to the Civilian Leadership Development Application
(CLDA)
ver. 1.1

This application is used to assist identifying leadership development needs and job strengths.

Special Instructions Displayed from the Settings Table
October 15, 2002

Developed by Software Engineering/Project Management Division (N65)
Commander, US Pacific Fleet | Comments/Suggestions : [CLDA Administrator](#)
This is an Official Navy Website | Please Read Our [Warning & Disclaimer](#)



Workforce Demographics

Civilian Workforce Management

- **Total Civil Service Employment***
 - DoD..... **661,879**
 - USMC..... **13,594**
- **SES Positions***
 - DoD..... **1,158**
 - USMC..... **15**
- **GS-14/15***
 - DoD..... **26,139**
 - USMC..... **335**

*U.S. Citizen/Appropriated Fund (APF)

Civilians as Compared to Active Duty

- DoD/Other Services – 1 Civilian for Every 2 Active Duty
- USMC – 1 Civilian Marine for Every 13 Marines



National Security Personnel System

Civilian Workforce Management

- November 26, 2003
- National Defense Authorization Act (P.L. 108-136) provides for the National Security Personnel System (NSPS)



Why?

Civilian Workforce Management

- DoD Mission Demands **Agility**
 - Increased Efficiency and Effectiveness
 - Quick and Decisive Action
- **Transformational Change** Needed
 - Broad range solutions vs. “Quick fixes”
- Performance is key
 - Compensation, rewards, promotions, and discipline **based on performance**
- Enhance DoD’s **ability to use civilian personnel** to accomplish its mission



Features / Tools

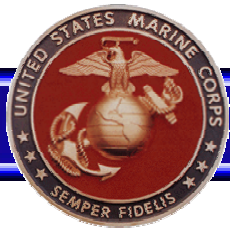
Civilian Workforce Management

Pay Banding

- **Career groups and pay banding**
- Facilitates pay progression
- Provides for access to higher range of basic pay
- Permits more competitive recruitment of quality candidates at differing rates
- Accommodates broad range of occupations and missions
- **Creates assignment flexibility**

Other Flexibilities

- VERA and VSIP
- Highly Qualified Experts
- Reemployed Annuitants
- Student Loan Repayment



Recent DoD Action

Civilian Workforce Management

- SecDef directed a 3-week strategic review of NSPS
- Six integrated teams of senior personnel with broad DoD, OPM & OMB participation and briefings by DHS and GAO:
 - OIPT
 - Requirements
 - Personnel
 - Process
 - Program
 - Communications
- “Where are we” letter to all civilian employees



Way Ahead

Civilian Workforce Management

- Full **partnership with OPM**
- Mission-first but also employee-centric with broad **collaboration**
- Administrative Procedures Act (APA) for implementation of regulations
- Defense Acquisition Management model with spiral implementation approach
- DoD Governance through Senior Executive and OIPT
- Aggressive but **event-driven schedules**
- **Communicate**, communicate, communicate



Recap NSPS

Civilian Workforce Management

- Revised design and implementation process started
- Meets full intent of Congress
- Full partnership with OPM
- Involvement of all stakeholders
- Event driven (**July 2005 at earliest**)



For more information...

Civilian Workforce Management

- NSPS website (www.cpms.osd.mil/nsps)
 - Central repository for NSPS info
 - 443,000 hits since Dec 1
 - 650 comments/feedback since Dec 1



National Security Personnel System

Send Comments



- Secretary Rumsfeld has directed the design and implementation of the National Security Personnel System (NSPS) to be an inclusive and comprehensive process.
- In March 2004 a strategic review was conducted.
- For 3 weeks, this intensive study looked at how to develop the right process to develop NSPS.
- The result is the identification of processes that will involve extensive collaboration.
- **Mission First. People-centric. Broad Collaboration.**
- We are working with our key partners and stakeholders to develop a dynamic and flexible system that will make the Department of Defense the employer of choice for the federal government's civilian workforce for the 21st century.
- Links:
 - [NSPS Program Executive Office Announcement - April 27, 2004](#)
 - [NSPS Design & Implementation Plan](#)
 - [Read the NSPS legislation](#)
 - [Open Letter to DoD Civilian Employees from Under Secretary of Defense \(Personnel & Readiness\) and the Secretary of the Navy](#)



Questions?



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